



August 4, 2015

The White House
1600 Pennsylvania Ave., NW
Washington, DC 20500

Dear Mr. President,

We, the leaders of the venture capital industry and the NVCA Diversity Task Force, stand together in our commitment to advance opportunity for women and underrepresented minorities in the entrepreneurial ecosystem.

The NVCA Diversity Task Force, which launched in 2014 to foster inclusion and improve diversity in venture capital and entrepreneurial ecosystems, is committed to developing both near and long term solutions to effect positive change.

Recognizing that visible leadership is a critical step toward this goal, over 40 venture capital firms with more than \$100 billion under management invested in nearly 7,000 startups are committing today to initiatives that will encourage an inclusive and thriving innovation economy in the United States.

These commitments represent the first step in the journey toward building a foundation for a more diverse innovation ecosystem. We are honored to participate in White House Demo Day and to stand alongside entrepreneurs from across the U.S. who are innovating and building ideas that have the capacity to transform our world. We are committed to supporting the aspirations of everyone who desires to build, innovate and create.

By making this commitment, we will take the following actions:

- We will distribute and participate in the National Venture Capital Association's *2015 Venture Census* survey led by NVCA, Dow Jones VentureSource and CrunchBase to measure the diversity of the U.S. startup ecosystem. The results will be made public in the fall of 2015.

- We will adopt HR policies within our firms to create work environments that foster respect and dignity for all. In addition, we will immediately explore and develop a forthcoming set of National Venture Capital Association model HR policies.
- We will contribute regularly and actively to programs and initiatives that encourage women and underrepresented minorities to consider, pursue and thrive in venture capital and entrepreneurship careers.
- We will commit to visible leadership by sharing regularly within our community and throughout our portfolio the best practices that demonstrate a long term commitment to change.

In addition to committing to these positive steps ourselves, the NVCA Diversity Task Force is preparing to provide opportunities and launch solutions this year to empower the full venture capital industry to contribute to advancing inclusion in the entrepreneurial ecosystem.

We look forward to playing a leadership role in this critical effort and thank you for your support in our endeavors.

Signed,

Scale Venture Partners
NVCA Diversity Task Force
Foster City, California

GE Ventures
NVCA Diversity Task Force
Menlo Park, California

North Bridge Venture
Partners
NVCA Diversity Task Force
Waltham, Massachusetts

JumpStart, Inc.
NVCA Diversity Task Force
Cleveland, Ohio

Andreessen Horowitz
NVCA Diversity Task Force
Menlo Park, California

SoftTechVC
NVCA Diversity Task Force
San Francisco, California

Greenspring Associates
NVCA Diversity Task Force
Owings Mills, Maryland

Pappas Ventures
NVCA Diversity Task Force
Durham, North Carolina

Kleiner Perkins Caufield
Byers
Menlo Park, California

True Ventures
NVCA Diversity Task Force
San Francisco, California

.406 Ventures
NVCA Diversity Task Force
Boston, Massachusetts

Intel Capital
Santa Clara, California

New Enterprise Associates
NVCA Diversity Task Force
Menlo Park, California

Polaris Partners
NVCA Diversity Task Force
Boston, Massachusetts

IBM Venture Capital Group
San Jose, California

Flybridge Capital Partners
Boston, Massachusetts

Canaan Partners
Menlo Park, California

500 Startups
Mountain View, California

Bessemer Venture Partners
Larchmont, New York

Accomplice
Cambridge, Massachusetts

CommonAngels Ventures
Cambridge, Massachusetts

Springboard Enterprises
Washington, DC

PTV Healthcare Capital
Austin, Texas

Arboretum Ventures
Ann Arbor, Michigan

Maven Ventures
Palo Alto, California

Canvas Ventures
Menlo Park, California

Battery Ventures
Boston, Massachusetts

Norwest Venture Partners
Palo Alto, California

Catalyst Investors
New York, New York

New Atlantic Ventures
Reston, Virginia

Emergence Capital Partners
San Mateo, California

U.S. Venture Partners
Menlo Park, California

Draper Richards Kaplan
Foundation
Menlo Park, California

Zetta Venture Partners
San Francisco, California

Lightstone Venture Capital
Menlo Park, California

Mercury Fund
Houston, Texas

Johnson & Johnson
Innovation – JJDC
New Brunswick, New Jersey

Lowercase Capital
Truckee, California

Greycroft Partners
New York, New York

Insight Venture Partners
New York, New York

Third Rock Ventures
Boston, Massachusetts

NCT Ventures
Columbus, Ohio

Founder Collective
Cambridge, Massachusetts

Adams Street Partners
Chicago, Illinois

SherpaCapital
San Francisco, California